



# Education Association of St. Lucie

Local 3616

Affiliate of FEA, AFT,  
NEA and AFL-CIO

E. David Freeland  
President

November 3, 2021

Dear Bargaining Unit Member,

Please find attached, a summary of the signed agreements between the Education Association of St. Lucie (EASL) and the School Board of St. Lucie County for **CU** and **ProTech** compensation and benefits for 2021-2022.

The ratification vote for *CU and ProTech compensation and benefits only* will take place on Wednesday, November 17<sup>th</sup> at the EASL office at 371 East Midway Road in Ft. Pierce. The Letters of Understanding (LOU's) and a summary of the language are also available on our website at [www.EASL3616.org](http://www.EASL3616.org), from a rep at your worksite, on the union bulletin board at your worksite, and on our facebook page [www.facebook.com/EASL3616](http://www.facebook.com/EASL3616). A second ratification for CU and ProTech will be held at a later date. Information will be forthcoming.

**Voting will take place on Wednesday, November 17<sup>th</sup>, 2021.** All eligible bargaining unit members\* may vote between 7:00 a.m. and 7:00 p.m. The polls will close at 7:00 p.m. Anyone in line at 7:00 p.m. will be allowed to vote. No one will be allowed to join the voting lines after that time. **All voters will be required to show a photo I.D.** We are planning to conduct the ratification using a drive-thru process, weather permitting, on the day of ratification vote only.

Bargaining unit members wishing to vote early may do so by coming to the EASL office between regular business hours of 8:00 a.m. and 5:00 p.m. on Monday, November 15<sup>th</sup> and Tuesday, November 16<sup>th</sup>. All visitors to our office are required to wear a face covering. **Ballots cannot be sent to you by mail or interoffice mail.**

\*To be eligible to vote, you must be a member of the CU or ProTech bargaining units which means you are either a member of the non-instructional staff including clerical, paraprofessionals, aides, etc... or a member of the Professional/Technical staff including Cafeteria and Plant Managers, Occupational and Physical Therapists, and other specialized employees. **You do not have to be a member of the association to vote.** **You may not vote if you are a school secretary, custodial staff, cafeteria staff, full/part-time sub, or an employee who is not part of the defined bargaining units.**

Feel free to contact our office with any questions.

Sincerely,

The EASL Executive Board & Elections Committee

**CU Contract**  
**COMPENSATION AND BENEFITS ONLY Ratification**  
**Language Summary**  
**November 17, 2021**

1. **Regarding Compensation for Classified Unit 2021-2022** (signed October 21, 2021) Agreement to provide eligible employees a step increase plus an amount to bring the total increase to 3% if the step increase alone is less than 3%. Creates an additional step for employees currently in the top step. Agreement to provide a \$1/hr. (or equivalent salary) increase for specific job classifications. This agreement is retroactive to July 1, with the exception of summer school work done outside of the employee's regular contract.
  
2. **Regarding Health Insurance for Classified Unit 2022 Plan Year** (signed October 4, 2021) Agreement to continue to offer the current Florida Blue plans with no changes. Plans include NO renewal increase. Agreement to a one-time contribution of \$750 to a Health Savings Plan to employees enrolled in eligible district offered plans. Establishes prorated amount for employees hired after January 1, 2022. Continues prorated amount for current employees hired after January 1, 2021.





Letter of Understanding  
School Board of St. Lucie County  
Education Association of St. Lucie – CU  
Regarding Salaries  
October 21, 2021



The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie (EASL)/ CU.

Both parties agree that Classified Unit salaries are a priority. Eligible employees will receive:

- a step plus an amount to equal a 3% increase, if the step is less than 3%.
- An additional step will be added to the top of each salary schedule.

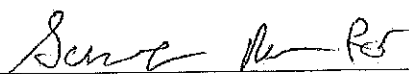
Due to significant national staffing shortages, both parties agree that Aides and Paraprofessionals will receive:

- an additional increase of \$1.00 an hour.

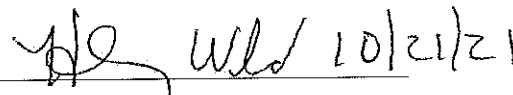
This agreement is retroactive to July 1, 2021 except for summer school 2020-2021 work done outside of an employee's normal contract days.

This agreement is in addition to the \$1000 Disaster Relief Payment already received and the \$750 HSA contribution and supplement base increases previously negotiated.

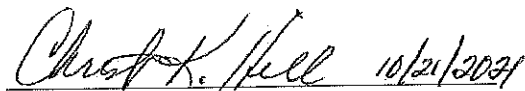
Both parties agree to implement this LOU prior to the conclusion of negotiations for the 2021-2022 school year.



E. David Freeland, President EASL

 10/21/21

Dr. Helen Wild, Chief Negotiator, EASL

 10/21/2021

Christine K. Hill, Chief Negotiator, EASL



Letter of Understanding



School Board of St. Lucie County  
Education Association of St. Lucie – Inclusive  
Regarding: Health Insurance  
October 4, 2021

The following is a tentative agreement between the School Board of St. Lucie County and the Education Association of St. Lucie (EASL) for the 2021-2022 school year. This agreement is subject to ratification and board approval.

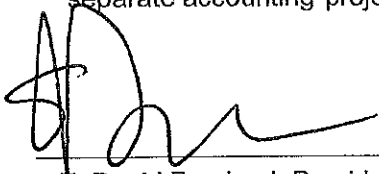
The Board will offer employees the Blue Options currently called 5180/5181, 5192/5193 and 5771. There are no increases to premiums over the 2021 insurance year. Employees hired on or after January 1, 2014, will be offered the Blue Option Plans 5180/5181 and 5192/5193 only. Employees hired prior to January 1, 2014, will also be offered the Blue Options 5771 Plan.

The Board will contribute \$6,681.36 to employees enrolling in the plan of their choice offered by the District.

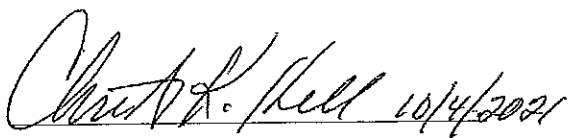
The Board will make a one-time contribution of \$750.00 to a Health Savings Account (HSA) in January 2022, to each employee enrolled in an HSA eligible plan offered by the Board for the 2021 insurance year only. This represents an increase of \$174 over the 2021 amount. For employees hired after January 1, 2022, the Board's contribution of \$31.25 per pay period will continue through June 30, 2022.

For employees whose 2021 prorated HSA contribution stopped on July 1, 2021, the per-pay contribution will continue and be retroactive to July 1, 2021.

Additionally, any ProShare funds paid to the district for the 2021-plan year will be placed in a separate accounting project and its use will be negotiated in compensation.

 10/4/21  
E. David Freeland, President EASL

 10/4/21  
Helen Wild, Chief Negotiator, SLPS

 10/4/2021  
Christine K. Hill, Chief Negotiator, EASL